

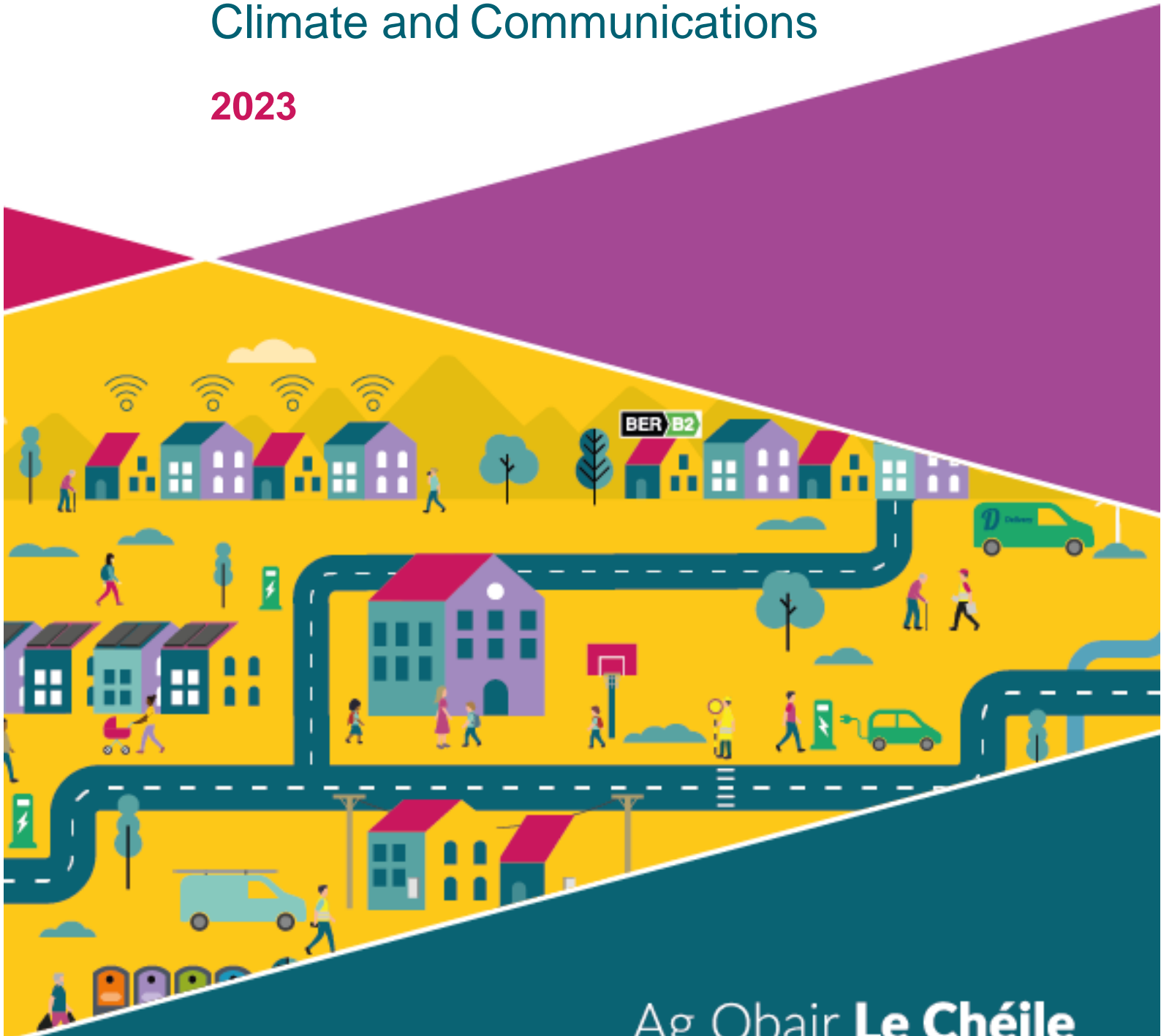


An Roinn Comhshaoil,  
Aeráide agus Cumarsáide  
Department of the Environment,  
Climate and Communications

# Gender Pay Gap Report

Department of the Environment,  
Climate and Communications

2023



Ag Obair **Le Chéile**

DELIVER - IMPROVE - TRANSFORM

# Table of Contents

Table of Contents.....	i
Diagrams and Tables.....	1
List of Grades.....	2
1 Executive Summary.....	3
Overview Table.....	4
2 Introduction.....	5
2.1 2022/23 available data.....	5
2.2 Limitations of the data.....	5
2.3 Summary Department Profile.....	6
2.4 Employee summary.....	6
2.5 Part-time employees.....	6
2.6 Temporary employees.....	7
2.7 Average age of employees.....	7
2.8 Gender representation in grade headcount.....	7
3 Gender Pay Gap Data.....	8
3.1 Gender pay gap in terms of mean and median hourly pay rates of all employees... 8	
3.2 Gender pay gap in terms of mean and median hourly pay rates of part-time employees.....	10
3.3 Mean and median pay gap in terms of bonus payments and benefits-in-kind.....	11
3.4 The proportions of male and female employees according to quartile pay bands..	12
4 DECC's Gender Pay Gap Examined.....	14
5 Addressing Gender Pay Differences.....	15
6 Appendices.....	17
6.1 Gender Pay Gap Data Definitions.....	17
6.2 Table Overview of gender representation across administrative and PTP grades..	18
6.3 Table Comparison of 2022 and 2023 Overviews.....	19

6.4 Table Overview of mean and median hourly pay rates of work-sharing employees  
20

6.5 Overview table of differences and pay gaps across the four quartiles ..... 20

6.6 Gender Pay Gap Action Plan – Status ..... 21

Overview table Gender Actions 2023, 2024..... 21

## Diagrams and Tables

Table: Overview Table: [Overview table](#)

Table: Overview of gender representation across DECC Full and Part Time Workers: 23 June 2023 [Table Overview of gender representation across DECC Full and Part Time Workers: 23 June 2023](#)

Table: Gender representation across DECC – 23 June 2023: [Table Gender representation by grade – 23 June 2023](#)

Table: Overview of mean and median hourly pay rates: [Table overview of mean and median hourly pay rates](#)

Diagrams: Overall mean and median gender pay gap: [Overall mean and median gender pay gap](#)

Diagrams: Mean and median gender pay difference €: [Mean and median gender pay difference €](#)

Table: Overview of mean and median hourly pay rates of part-time employees: [Table overview of mean and median hourly pay rates of part-time employees](#)

Table: Overview of male and female employees according to quartile pay bands: [Table overview of male and female employees according to quartile pay bands](#)

Diagram: Proportion of males and females in each pay quartile (%): [Proportion of males and females in each pay quartile \(%\)](#)

Table: Overview of gender representation across administrative and PTP grades: [Table overview of gender representation across administrative and PTP grades](#)

Table: Comparison of 2022 and 2023 Overview Tables: [Table Comparison of 2022 and 2023 Overviews](#)

Table: Overview of mean and median hourly pay rates of work-sharing employees: [Table Overview of mean and median hourly pay rates of work-sharing employees](#)

Table: Overview of differences and pay gaps across the four quartiles: [Overview table of differences and pay gaps across the four quartiles](#)

Table: Gender Pay Gap Action Plan – Status - [Gender Pay Gap Action Plan – Status](#)

## List of Grades

**SEC Secretary General**

**DS Deputy Secretary**

**ASC Assistant Secretary**

**PO Principal Officer**

**AP Assistant Principal**

**AO Administrative Officer**

**HEO Higher Executive Officer**

**EO Executive Officer**

**CO Clerical Officer**

**SVO Service Officer**

**PTP Professional Technical Post**

**Hierarchy of grades as follows:** Secretary General, Deputy Secretary, Assistant Secretary, Principal Officer, Assistant Principal, Administrative Officer or Higher Executive Officer, Executive Officer, Clerical Officer, and Service Officer.

**Professional / Technical Post (P&T)** grades differ from general civil service grades, involving specialist work, and can have more specific qualification or compliance requirements, different pay scales and conditions of employment. In the Department, there are PTP Grades across all divisions but are mostly represented in the Geological Survey Ireland and National Cyber Security Centre. The percentage of PTP grades in the Department headcount is 17.44%

# 1 Executive Summary

The purpose of this document is to report on the Department's gender pay gap for 2023 as required by the Gender Pay Gap Information Act 2021. The measures presented in this document relate to differences in aggregated data for men and women across the Department, as found on the snapshot date 23 June 2023, covering the reporting period 25 June 2022 to 23 June 2023.

The gender pay gap for all employees in the Department of the Environment, Climate and Communications for the reporting period up to the snapshot date 23 June 2023 is **10.3% (mean) or 10.3% (median)**. This demonstrates a decrease from 2022 where the mean and median gender pay gap were 12.1% and 16%, respectively. This decrease can be mainly explained by the gender composition within the quartiles, with a decrease of 3.3% of men and an increase of 3.3% of women in the upper quartile, contributing to the overall reduced gender pay gap. To calculate the quartiles, all employees are sorted in terms of their pay band and then divided into quartiles – i.e. the particular pay level under which 25% of all employees falls would constitute the first or “lower” quartile and so on. There was also a reduction of working hours from 7.5 to 7 hours net a day, and salary increases across all grades under the Building Momentum agreement. The Department's headcount increased by 21.5% compared to the numbers reported in the 2022 report.

As in 2022, our pay gap can primarily be attributed to the higher number of men in senior management roles in the organisation, represented in the upper pay quartile at 62% men and 38% women (In comparison, the balance in 2022 was 65% men to 35% women). While there was a 3 percentage point change in the gender representation in the upper pay quartile, the imbalance within the upper quartile continues to drive much of the gender pay gap in hourly pay mean and median pay gaps.

This report also includes information on the measures to be implemented and already in place to progress gender equality and improve the representation of women in the senior management grades. Our core values and behaviours are Working Together, Having an Impact and Delivering High Standards. We place particular importance on these values as they underline how we work and treat each other with respect.

This report does not reflect the extent to which factors such as length of service; availing of family friendly schemes or protective leave, and part-time working have impacted on the representation of women across all grades in the Department.

## 1.1 Overview Table<sup>1</sup>

Gender Pay Gap Information Act 2021 Reporting Requirements (Snapshot date 23 June 2023)	2023 PERCENTAGE
1. Mean hourly gender pay gap (All Employees)	10.3%
2. Mean hourly gender pay gap (Part-Time Employees)	-5.6%
3. Mean hourly gender pay gap (Temporary Workers)	0
4. Median hourly gender pay gap (All Employees)	10.3%
5. Median hourly gender pay gap (Part-Time Employees)	5.5%
6. Mean Bonus gender pay gap	N/A
7. Median Bonus gender pay gap	N/A
8. % in receipt of Bonus	N/A
9. % in receipt of Benefit in Kind	N/A
10. Percentage of employees within lower remuneration quartile	M 50.7% F 49.3%
11. Percentage of employees within lower middle remuneration quartile	M 44% F 56%
12. Percentage of employees within upper middle remuneration quartile	M 51% F 49%
13. Percentage of employees within upper remuneration quartile	M 62% F 38%

<sup>1</sup> See Appendix for Comparison of 2022 to 2023 Gender Pay Gap Data [See Appendix for Comparison of 2022 and 2023 Overview Tables.](#)

## 2 Introduction

### 2.1 2022/23 available data

This report is based on the Department of the Environment, Climate and Communications data provided by National Shared Services Office and taken on the “snapshot date” of 23 June 2023, covering the preceding 12-month period. On the snapshot date there were 598 people in permanent and temporary employment in the Department, 287 women and 311 men. Department employees were distributed over ten civil service administrative and professional technical grades with approximately sixty-five pay scales. In line with the Gender Pay Gap Information Act 2021 this report includes only the genders male and female.

The Gender Pay Gap Information Act 2021 prescribes the reportable gender pay gap metrics. When calculating average hourly pay for men and women both regular and overtime hours are to be included in the report, as well as any pay allowances or bonuses. There were a small number of employees working overtime hours over the reporting period in comparison to regular work hours. There were no bonus payments nor benefit-in-kind payments received by an employee during the reporting period.

### 2.2 Limitations of the data

There are several limitations related to this report that may affect conclusions of the data presented.

- The data set used for this report represents a single year of data and contains data on employees who joined or left the organisation around the snapshot date. In these cases, the annualised calculation does not reflect their actual circumstances, and this may impact on the overall metrics presented.
- Issues in employee total hours calculations can arise where an officer began employment in the middle of a pay period or where they availed of certain unpaid leave. A “corrective hours” calculation was used to address these anomalies where corrective hours represent the total hour change of any adjustments made to the original data.
- The calculation of the gender pay gap includes both full and part-time employees as set out in the Gender Pay Gap Information Act 2021. This as a result has a significant skewing effect on all-population figures due to part-time employees, on average, low work hours and low cumulative pay.



## 2.3 Summary Department Profile

This section provides a summary of the employee profile within the Department of the Environment, Climate and Communications. It includes a breakdown of employees by gender, grade, and part-time status on the snapshot date of 23 June 2023.

## 2.4 Employee summary

At the time of the snapshot date (23 June 2023) there were 598 employees on the Department's payroll.

## 2.5 Part-time employees

For this report, employees whose FTE<sup>2</sup> was below 1 on the snapshot date were considered to be part-time. This means that not only work-sharers<sup>3</sup> were included but also employees who availed of parental leave, parents leave, carer's leave, unpaid maternity and TRR<sup>4</sup>. The table below gives an overview of gender representation in DECC, across those defined as part time and full-time employees.

**Table Overview of gender representation across DECC Full and Part Time Workers: 23 June 2023**

HEADCOUNT	Full-time employees	Part-time employees	All Employees
Male	305	6	311
Female	242	45	287
<b>TOTAL</b>	<b>547</b>	<b>51</b>	<b>598</b>

---

<sup>2</sup> FTE - Full-time equivalent

<sup>3</sup> Work-sharers are officers participating in the Work-sharing Scheme whose attendance pattern is based on an agreed reduced attendance. Of the 51 part-time employees as defined in the data, thirty-seven were work-sharers. Within this group, five work-sharers were men and thirty-two were women, i.e., eighty-six% of work-sharers in the Department on the snapshot date were women.

<sup>4</sup> TRR – Temporary Rehabilitation Remuneration is a payment to support the rehabilitation of civil servants who are absent on extended sick leave and who have exceeded the threshold of 183 days in a rolling 4-year period.

## 2.6 Temporary employees

On the snapshot date there were two employees who fall into the category of temporary workers.

## 2.7 Average age of employees

The average age of Department employees at the time of the snapshot date was 44 years of age.

## 2.8 Gender representation in grade headcount

The graph below demonstrates the percentage gender representation of the Department's employees by grade headcount, as of the snapshot date 23 June 2023.

In the Department, Professional Technical grades (PTP) are represented across equivalent PO, AP, HEO, and AO administrative grades.

**Table Gender representation by grade – 23 June 2023**

	SEC	DS	ASEC	PO	AP	AO	HEO	EO	CO	SVO	Total
<b>Male</b>	1	1	6	39	101	48	50	47	20	4	311
<b>Female</b>			1	19	95	37	56	41	31	1	287
<b>Total</b>	<b>1</b>	<b>1</b>	<b>7</b>	<b>58</b>	<b>196</b>	<b>85</b>	<b>106</b>	<b>88</b>	<b>51</b>	<b>5</b>	<b>598</b>

[See Appendix for a table overview of gender representation across administrative and PTP grades.](#)

### 3 Gender Pay Gap Data

The following measures<sup>5</sup> were calculated using a snapshot date of 23 June 2023 and included data from the preceding 12 months. This data set includes 287 women and 311 men representing a total of 598 employees.

#### 3.1 Gender pay gap in terms of mean and median hourly pay rates of all employees.

The **mean** refers to the average of a set of values, i.e., the sum of the values divided by the number of values. The **median** refers to the mid-point of a set of values when ordered from smallest to largest.

**Table overview of mean and median hourly pay rates of all employees**

	Female	Male	Total
DECC Employees (June 2023)	287	311	598
Total Core Pay	€14,538,915.25	€18,752,479.76	€33,291,395.01
Hours Worked	417,814.25	480,091.47	897,905.72
Overtime Hours	210.50	599.44	809.94
Corrective Hours <sup>6</sup>	-62.22	-65.80	-128.52
Total Hours	417,962.03	480,625.11	898,587.14
Mean Hourly Rate	34.14	38.09	36.20
Median Hourly Rate	33.50	37.34	35.00

<sup>5</sup> [See appendix for a list of gender pay gap data definitions](#)

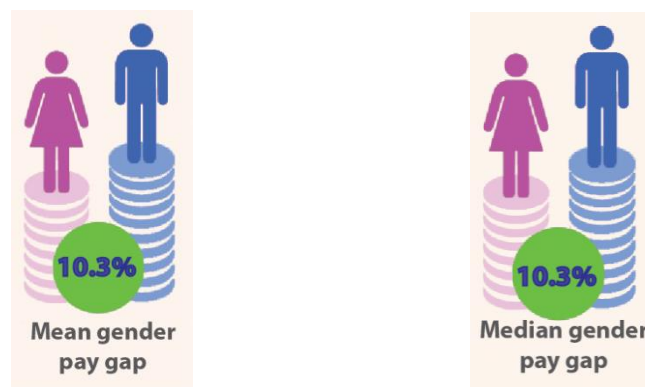
<sup>6</sup> Corrective Hours represents the total hour change of any adjustments made to the original report. This was due to issues in an officer's total hours causing the officer's mean and median to be outside of what would be expected by their grade. This can be explained by certain unpaid leave or an officer beginning employment mid pay period and their hours being adjusted to reflect this.

Several conclusions can be drawn from the above table:

- As in 2022, the mean hourly rate is higher than the median hourly rate for both women and men. This is typical of an organisational structure in which those on lower pay outnumber those on higher pay.
- The increased hourly mean and median in 2023 can be attributed to the increase in number of employees.
- The difference in average hours worked by males and females decreased in 2023 and this can be explained by reduction in hours in July 2022 from 7.5 to 7 hours a day. However, men accrued more hours worked compared to women, with an average of 1546 and 1454 hours worked annually per employee, respectively. As demonstrated in the table at 3.2.2. Eighty-eight percent of those employees defined as being part-time workers in the Department are women (i.e., they worked less than full-time hours)
- Less than 0.1% of the total hours worked are Overtime Hours and within those Overtime hours, more men accumulated Overtime hours (7 men vs 5 women).

The overall mean and median for our Department are visualised below. The CSO<sup>7</sup> reported that the gender pay gap in Ireland in 2022 was 9.6%.

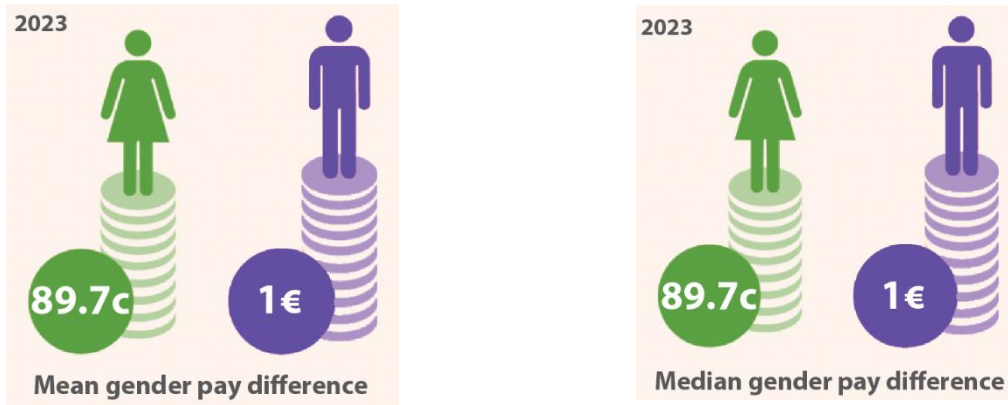
**Diagrams: Overall mean and median gender pay gap.**



<sup>7</sup> CSO Gender Pay Gap: [CSO Gender Pay Gap 2022](#)

The two diagrams below demonstrate the mean and median percentages in terms of women's pay to every €1 earned by men across the Department.

**Diagrams: Mean and Median Gender Pay Difference €**



### 3.2 Gender pay gap in terms of mean and median hourly pay rates of part-time employees

For this report, employees whose FTE was below 1 on the snapshot date were considered to be part-time. This means employees who availed of work-sharing, as well as parental leave, parents leave, carer's leave, unpaid maternity and TRR. were included in the part-time workers cohort.<sup>8</sup>

The table below includes data related to the pay of part-time female and male employees. The gender pay gap in terms of mean hourly rates is at -5.6%, and in terms of median hourly rates it is 5.5%.

<sup>8</sup> The 2022 report did not include employees on unpaid leave in the part-time cohort. As a result, we included a separate table for work-sharers to compare with 2022 figures in the Appendix.

**Table Overview of mean and median hourly pay rates of part-time employees**

	Female	Male	Total
DECC Part-Time Employees (June 2023)	45	6	51
Total Core Pay	€1,977,582.18	€259,197.46	€2,236,779.64
Hours Worked	57,363.26	7,791	65,154.26
Overtime Hours	0	40	40
Total Hours	57,432.14	7,831	65,263.14
Mean Hourly Rate	34.41	32.60	34.20
Median Hourly Rate	31.39	33.23	31.39
Mean Gender Pay Gap	<b>-5.6%</b>		
Median Gender Pay Gap	<b>5.5%</b>		

Work-sharers represent 6.1% of all employees, and 87% of employees availing of work-sharing are women, whereas the overall composition of DECC workforce is 48% women. As a result, women in the work-sharer cohort, represent 5.35% of all employees across the organisation. The gender pay gap in terms of mean hourly rates for employees availing of work-sharing arrangements is at -11.37% and in terms of median hourly rates it is -2.89%<sup>9</sup>.

The reversal pay gap for part time workers and work-sharers is caused by the small representation of men in the cohort.

### **3.3 Mean and median pay gap in terms of bonus payments and benefits-in-kind**

Reports on the mean and median of bonus payments and benefits-in-kind are not applicable to employees serving in the Department in 2023 and are not included in this report.

<sup>9</sup> See Appendix: Overview of mean and median hourly pay rates of work-sharers [Table Overview of mean and median hourly pay rates of work-sharing employees](#)

### 3.4 The proportions of male and female employees according to quartile pay bands

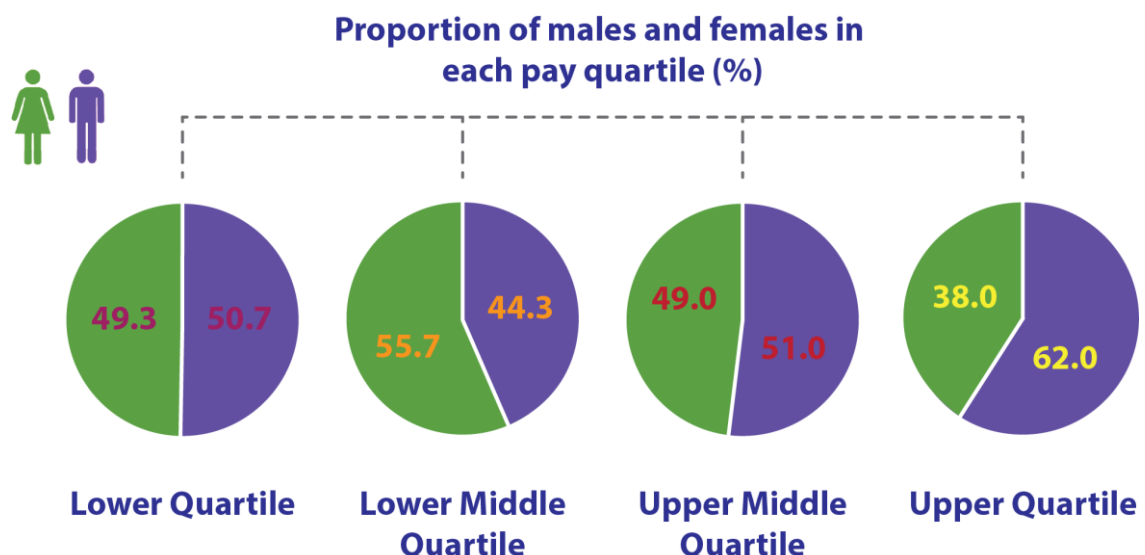
To gain a more detailed insight into pay differences between men and women, all employees are sorted in terms of their pay band and then divided into quartiles – i.e. a particular pay level under which 25% of all employees falls would constitute the first or “lower” quartile, the pay group falling above that but below the median level (50%) would form the second (lower middle) quartile and so on.

The relative participation of men and women in each of the quartiles is presented in the table and pie-charts below.

**Table Overview of male and female employees according to quartile pay bands**

	Numbers		Percentages	
	Male	Female	Male	Female
Lower quartile	76	74	50.7%	49.3%
Lower-middle quartile	66	83	44.3%	55.7%
Upper-middle quartile	76	73	51%	49%
Upper quartile	93	57	62%	38%

**Diagram: Proportion of males and females in each pay quartile (%)**



While in 2023 men again outnumber women overall (311 men vs. 287 women), the imbalance is not particularly significant. The quartiles also increased in proportion to overall increase of employee numbers compared to 2022. It is evident that male employees dominate the highest paying quartile, with approximately 1.6 men for every woman in this quartile. The imbalance within the upper quartile drives much of the gender pay gap in hourly pay mean and median. However, it can be noted that there is a slight improvement in this quartile compared to the 2022 report where the ratio was 65.3% men to 34.7% women.

A similar trend, but reversed, may be noted in the lower middle quartile where the ratio at present is 55.3% to 44.7% in favour of women while last year this ratio was 59.7% to 40.3%.

The lower and upper middle quartiles are broadly speaking gender balanced with no notable change since 2022.

Positive trends from 2<sup>nd</sup> and 4<sup>th</sup> quartiles (one in favour of men and the other in favour of women) have contributed to the improvement in DECC's gender balance figures. See Appendix to examine the differences and pay gaps across the four quartiles.

One noticeable feature of pay gaps when calculated over population subsets (in this case over population quartiles) is that the gaps are much smaller than the ones calculated for the entire population. The population-wide difference in mean pay is 10.3% and median pay is 10.3%. Statistically speaking this is as expected. Pay differences within individual quartiles tend to be smaller and population-wide differences then represent a cumulative value.



## 4 DECC's Gender Pay Gap Examined

The Department's gender pay gap has decreased from Mean gender pay gap of 12.1% in 2022 to 10.3%; and a median gender pay gap of 16% in 2022 to 10.3%. The decrease can be explained by the changes in the make-up of the second and fourth quartiles, the reduction of working hours from 7.5 to 7 hours a day, and the pay increases under the Building Momentum Agreement.

As in the 2022 report, our pay gap can primarily be attributed to the higher number of men in senior management roles in the organisation who are represented in the upper pay quartile at 62%. Although there was a 3-percentage point decrease in male representation in the quartile in 2023, the imbalance continues to drive much of the gender pay gap in hourly pay mean and median pay gaps. Overall employee numbers increased by 21.5% compared to last year's report with each quartile broadly increasing by the same rate.

The reversal gender pay gap among part-time employees can be attributed to the fact that "family friendly" leave options and work-sharing arrangements are mainly availed by women in the Department. Work-sharers represent 6.1% of all employees, and 87% of employees availing of work-sharing are women, whereas the overall composition of DECC workforce is 48% women. We will publish a detailed analysis of this cohort internally in Q1 2024 to better understand what factors are driving the gender pay gap among part-time employees and how availing of these types of initiatives impacts on the overall position.

We will also publish a separate analysis on the extent of the gender pay gap across age bands, divisions, and roles, including comparison of the pay gap in Professional Technical pay grades to the administrative pay grades.

## 5 Addressing Gender Pay Differences

We remain committed to reducing our gender pay gap and are working to build on the actions introduced in 2022 to address the pay gap.

We continue to develop our people, culture, and organisation to ensure that we can deliver on our Statement of Strategy and our vision of a climate neutral, sustainable, and digitally connected Ireland. We recognise that promotion of equality, diversity and inclusion are important drivers in transforming the Department. In 2023, we launched our Equality, Diversity and Inclusion (EDI) Strategy and Action Plan. This Strategy and Action Plan is based on our vision for the Department to be an inclusive workplace, where everyone is encouraged to be themselves knowing that they will be accepted and treated fairly with dignity and respect. Through our engagement with staff, we have identified further areas for improvement and introduced EDI actions to drive our Department's transformation.

Our People Strategy is due for publication in January 2024 and will include specific actions in the areas of resourcing, leadership development and data analysis to underpin a better understanding of the issues and inform impactful measures to address the issues identified in this report.

Our newly established Equality, Diversity and Inclusion Team within the Strategic Human Resources Division oversees our actions focusing on the promotion of gender balance, and these now form part of the EDI Action Plan (published on our intranet). We have established a gender pay gap working group within the Corporate Affairs and Strategic Development divisions to monitor and review the gender pay gap data and other equality measures. We are continuing with a dedicated women-to-women peer mentoring stream in our Department mentoring programme, have established our Women's Network, and delivered webinars on women's health and supporting parents, and trained colleagues to become menopause champions. We are in the process of establishing our EDI Governance Structures including a Leadership Council chaired at Assistant Secretary level, responsible for tracking the progress and impact of our EDI actions.

In 2024 our initial focus will be on publishing supplementary reports on our gender pay gap, which will include detailed analysis of the pay gap across age bands, divisions, Professional Technical pay grades and work-sharers. We will also share findings from our research with women their experiences at work and career progression barriers, which will inform future measures.

This process, which includes “Employee Experience Journey Mapping” workshops has given us crucial relevant insight into women’s experience of the processes and structures surrounding development and progression. This work will continue into 2024, with a workshop focused on upper quartile grade representation and a workshop on returning to work from maternity, carers, and parental leave.

We are grateful to the participants and would like to thank our colleagues across the Department’s EDI Staff Voice channel, Management Board Sponsors, Senior Managers Forum and Grade Fora, our Women’s Network and LGBTQ+ network who are all highly engaged in the implementation of our EDI Strategy and Action Plan and in working together with us to identify key areas for improvement.

## 6 Appendices

### 6.1 Gender Pay Gap Data Definitions

The Gender Pay Gap Information Act 2021 requires the following measures to be reported:

**Mean gender pay gap** – the difference between the mean hourly rate of pay of male full-pay and part-time relevant employees and that of female full-pay and part-time relevant employees, and temporary workers.

**Median gender pay gap** – the difference between the median hourly rate of pay of male full-pay and part-time relevant employees and that of female full-pay and part-time relevant employees, and temporary workers.

**Median bonus gap** – the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees.

**Mean bonus gap** – the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.

**Mean benefit-in-kind gap** – the difference between the mean benefit-in-kind received by male relevant employees and that received by female relevant employees.

**Median benefit-in-kind gap** – the difference between the median benefit-in-kind received by male relevant employees and that received by female relevant employees.

**Quartile pay bands** – the proportions of male and female full-pay relevant employees in the lower, lower-middle, upper-middle, and upper quartile pay bands.

## 6.2 Table Overview of gender representation across administrative and PTP grades

	Female	Male	Total
<b>SEC</b>		<b>1</b>	<b>1</b>
<i>Administrative</i>		1	1
<b>DS</b>		<b>1</b>	<b>1</b>
<i>Administrative</i>		1	1
<b>ASC</b>	<b>1</b>	<b>6</b>	<b>7</b>
<i>Administrative</i>	1	6	7
<b>PO</b>	<b>19</b>	<b>39</b>	<b>58</b>
<i>Administrative</i>	16	26	41
<i>PTP</i>	3	13	16
<b>AP</b>	<b>95</b>	<b>101</b>	<b>196</b>
<i>Generalist</i>	73	58	131
<b>PTP</b>	<b>22</b>	<b>43</b>	<b>65</b>
<b>AO</b>	<b>37</b>	<b>48</b>	<b>85</b>
<i>Administrative</i>	29	36	65
<i>PTP</i>	8	12	20
<b>HEO</b>	<b>56</b>	<b>50</b>	<b>106</b>
<i>Administrative</i>	55	47	102
<i>PTP</i>	1	3	4
<b>EO</b>	<b>47</b>	<b>41</b>	<b>88</b>
<i>Administrative</i>	46	39	85
<i>PTP</i>	1	2	3
<b>CO</b>	<b>31</b>	<b>20</b>	<b>51</b>
<i>Administrative</i>	31	20	51
<b>SVO</b>	<b>1</b>	<b>4</b>	<b>5</b>
<i>Administrative</i>	1	4	5
<b>Grand Total</b>	<b>287</b>	<b>311</b>	<b>598</b>

## 6.3 Table Comparison of 2022 and 2023 Overviews

Gender Pay Gap Information Act 2021 Reporting Requirements	2022 PERCENTAGES	2023 PERCENTAGES	
Mean hourly gender pay gap (All Employees)	12.1%	10.3%	↓
Mean hourly gender pay gap (Part-Time Employees)	5.54%	-5.6%	↓
Mean hourly gender pay gap (Temporary Workers)	n/a	0	
Median hourly gender pay gap (All Employees)	16%	10.3%	↓
Median hourly gender pay gap (Part-Time Employees)	12.65%	5.5%	↓
Percentage of employees within lower remuneration quartile	M 49.2%	M 50.7%	↑
	F 50.85%	F 49.3%	↓
Percentage of employees within lower middle remuneration quartile	M 40.2%	M 44%	↑
	F 59.8%	F 56%	↓
Percentage of employees within upper middle remuneration quartile	M 52.8%	M 51%	↓
	F 47.2%	F 49%	↑
Percentage of employees within upper remuneration quartile	M 65%	M 62%	↓
	F 35%	F 38%	↑

## 6.4 Table Overview of mean and median hourly pay rates of work-sharing employees

	Female	Male	Total
DECC Work-sharing Employees (June 2023)	32	5	37
Total Core Pay	€1,323,509.19	€184,928.85	€1,508,438.04
Hours Worked	38,851.97	6,006	44,857.97
Overtime Hours	0	40	40
Total Hours	41,007.96	6,046	47,897.97
Mean Hourly Rate	34.07	30.59	33.60
Median Hourly Rate	31.11	30.24	30.84
Mean Gender Pay Gap	-11.37%		
Median Gender Pay Gap	-2.89%		

## 6.5 Overview table of differences and pay gaps across the four quartiles

	Lower quartile		Lower middle quartile		Upper middle quartile		Upper quartile	
	Female	Male	Female	Male	Female	Male	Female	Male
Hourly pay mean	19.21	19.68	29.86	30.12	39.94	40.04	52.43	57.49
Hourly pay median	19.39	19.52	30.02	30.26	37.01	37.33	49.41	53.33
Mean pay gap	2.42%		0.88%		0.26%		8.82%	
Median pay gap	0.64%		0.78%		0.84%		7.35%	

## 6.6 Gender Pay Gap Action Plan – Status

Overview table Gender Actions 2023, 2024

Theme	Actions	Owner	Timeline	Status
AOLC Strategic Implementation	<ul style="list-style-type: none"> <li>Deliver &amp; Implement EDI Strategy and Action Plan</li> </ul>	COO, SHRD	Q1 2023	Complete Q3 2023
AOLC Strategic Implementation	<ul style="list-style-type: none"> <li>Deliver &amp; Implement People Strategy</li> </ul>	SHRD	Q1 2023	Publish Q1 2024
Networking Opportunities	<ul style="list-style-type: none"> <li>Establish Women’s Network</li> </ul>	SHRD	2022	Complete Q1 2023
Networking Opportunities	<ul style="list-style-type: none"> <li>Participate in 30% Club Public Sector Network</li> </ul>	EDI Team Womens Network	2023	Ongoing
Mentoring	<ul style="list-style-type: none"> <li>Participate in IMI 30% Club Network mentoring programme</li> <li>Evaluate participation to define future approach (2024)</li> </ul>	L&D, EDI and Management Board	2023	Ongoing
Mentoring	<ul style="list-style-type: none"> <li>Women Peer Mentoring stream – 11 mentor pairs in stream in 2023 Programme</li> <li>Reverse mentoring stream – 2 pairs in 2023 Pilot</li> </ul>	L&D and Mentoring Partner	2023	Ongoing
	<ul style="list-style-type: none"> <li>International Women’s Day Week of Events</li> </ul>	SHRD, COO	Q1 2023	Complete
Health and Wellbeing	<ul style="list-style-type: none"> <li>Women’s Health: Menopause Awareness Training, Fertility Talk</li> <li>Menopause Awareness Week – Menopause Cafes, Menopause Champions</li> </ul>	L&D	2023	Complete
Career Progression	<ul style="list-style-type: none"> <li>Conduct research among employees on their experiences at work and career progression barriers</li> </ul>	SHRD/EDI Resourcing	2023 – 2024	Ongoing



	<p>to inform future measures to address them</p> <ul style="list-style-type: none"> <li>Put in place additional supports for employees returning from extended leave to make the process easier – returns policy to be revived in 2024</li> </ul>			
Data Analysis	<ul style="list-style-type: none"> <li>Establish working group in the EDI Strategy Governance structure to regularly monitor and review the gender pay gap data and other equality measures</li> </ul>	SHRD/EEU	2023	Working group established and met quarterly. GPG 2023 published
Learning and Development	<ul style="list-style-type: none"> <li>EDI Training Programme roll out including unconscious bias, proximity bias</li> <li>Introduce career development courses tailored for women to support them in their career progression.</li> </ul>	EDI, L&D	2024	
Data Analysis	<ul style="list-style-type: none"> <li>Data analysis of recruitment and promotion campaigns and gender representation</li> <li>Further data analysis of gender pay gap across part-time employees to inform actions like facilitating work-sharing patterns on promotion</li> <li>Identify if access to certain roles is restricted to full-time employees and as such hindering work-sharers' career progression</li> </ul>	SHRD	2023/2024	In progress
Recruitment	<ul style="list-style-type: none"> <li>Evaluation of recruitment policy and processes to ensure equitable outcomes</li> </ul>	SHRD	2024/2025	To be commenced in 2025
Family Friendly	<ul style="list-style-type: none"> <li>Promotion of family friendly policies across all grades and genders</li> </ul>	SHRD	2024	Communications plan required – to be progressed in 2024

EDI Action Plan	<ul style="list-style-type: none"> <li>• Develop capability to embed an equality, diversity, and inclusion perspective in the day-to-day work of the Department through the implementation of the Public Sector Equality and Human Rights duty, and the development of equality, diversity and inclusion impact screening tools and methodology</li> <li>• Establish Equality, Diversity and Inclusion Leadership Council chaired at A/Secretary level which will meet at least quarterly to oversee delivery of this Strategy and Action Plan; track progress and impact, and make recommendations for improvements, if needed</li> <li>• Quarterly report on progress to be provided to Management Board</li> </ul>	EDI Unit	Q3 2024	<ul style="list-style-type: none"> <li>• Public Sector duty to be implemented in Q2 2024.</li> <li>• Leadership council to be established in Q1 2024.</li> </ul>